

## **North Carolina Adult Soccer Association SafeSport Policy**

**Effective Date: March 8, 2022**

The following policy is established pursuant to US Soccer Policy 212-3, the SafeSport Act, the US Center for SafeSport Minor Athlete Abuse Prevention Policy (MAAPP) and the United States Adult Soccer Association (USASA) SafeSport Policy.

This policy applies to members of the NCASA Board of Directors, NCASA Employees, members of the Board of Directors of NCASA Affiliated Leagues, and Employees of NCASA Affiliated Leagues (collectively "NCASA Leaders").

This policy is required to be posted on the NCASA website along with the links for reporting misconduct to the USSF Integrity Hotline and the Center for SafeSport.

### **Prohibited Conduct**

NCASA prohibits conduct that includes bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct as those terms are defined by the US Center for SafeSport. For a list of all the types of prohibited conduct, see the SafeSport Code at <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

### **Education and Training**

NCASA requires the following education and training for all NCASA Leaders:

1. NCASA Leaders must complete the SafeSport Trained Core through the US Center for SafeSport online training or the Center's approved in-person training, and as applicable, the follow-up refresher course training.
  - a. NCASA Leaders must complete the SafeSport Trained Core within the first 45 days of either initial membership or upon beginning a new role with the organization.
  - b. NCASA Leaders must complete a refresher course on an annual basis, beginning the calendar year after initial completion of the SafeSport Trained Core, and each year for up to 3 years.
  - c. Every four years, NCASA Leaders will complete the SafeSport Trained Core training.
  - d. Adult participants who are medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis.
2. NCASA Leaders must annually provide a copy of their certificate of training completion to the NCASA Executive Director.
3. NCASA must maintain a spreadsheet showing completion dates for training and screening of NCASA Leaders in accordance with documentation and recordkeeping requirements of US Soccer.

### **Appropriate Background Screening**

The NCASA office shall be responsible for conducting background screenings for NCASA Leaders. Paid background checks are not required at this time.

NCASA Affiliated Leagues are required to submit a list of the names of their Board of Directors and Employees to NCASA no later than March 1 of each calendar year. Additions to or changes in the Board of Directors (such as those resulting from elections) or Employees throughout the year must be submitted to NCASA within 30 days.

NCASA Leaders are subject to the following screening process annually through these three sites.

1. Screening Test 1: National Sex Offender Registry - <https://www.nsopw.gov>
2. Screening Test 2: U.S. Soccer's Risk Management List:  
<https://ussoccer.box.com/s/whfzcaetbyoho4tvhenr8pohldvu1op8> The password is:  
V4@#+S{h9nCr
3. Screening Test 3: The Center for SafeSport's Disciplinary Database:  
<https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/>

It shall be deemed a failure if the adult is listed in the corresponding database or if the adult refuses to comply with the screening requirements.

An adult who fails Screening Test 1 and/or 2 may not participate in any way on a team with players under the age of eighteen.

An adult who fails Screening Test 3 and is listed by the Center for SafeSport as ineligible or suspended must be removed from their team and may not participate on any team, in a league, or in the state association or USASA in any way.

An adult who fails Screening Test 3 and is listed by the Center for SafeSport as temporarily restricted or limited participation may possibly play for a team or serve as a staff member depending on the specific nature of the restrictions or limits. NCASA will obtain the specifics for the restricted/limited adult from the Center for SafeSport, and the participation of the adult will be permitted only within the specified restrictions/limits.

### **Minor Athlete Abuse Prevention Policy (MAAPP)**

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical to limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse. Therefore, NCASA adopts by reference all MAAP Part III Required Policies for One-On-One Interactions.

Per the MAAPP policy to limit one on one interactions between minor athletes and adult participants who are not their legal guardian, and per the age guidelines as established by NCASA for amateur players, the following policy for minor athletes applies:

NCASA does not allow players, team administrators, employees, athletic trainers, or referees that are under the age of 18 years to participate in NCASA activities, and therefore adult members will not have regular contact with or authority over amateur athletes who are minors, related to participation in soccer.

## **Limiting One-on-One Interactions**

NCASA policy limits one-on-one situations where NCASA Leaders are in contact with any individual under the age of eighteen at facilities under the jurisdiction of NCASA or a NCASA Affiliated League or at an event sanctioned by NCASA.

1. This policy shall apply to NCASA Leaders at a facility under the jurisdiction of NCASA or a NCASA Affiliated League or at an event sanctioned by NCASA.
2. One-on-one interactions, including meetings, between any individual under the age of eighteen and an NCASA Leader (who is not the minor's legal guardian) at a facility under the jurisdiction of NCASA or a NCASA Affiliated League or at an event sanctioned by NCASA are permitted if they occur at an observable and interruptible distance by another adult.

Isolated, one-on-one interactions between any individual under the age of eighteen and an NCASA Leader (who is not the minor's legal guardian) are prohibited, except under emergency circumstances.

If a one-on-one interaction, such as a meeting, takes place in an office, the meeting only can be considered to be occurring at an observable and interruptible distance if the door to the office is open and unlocked. If an office with windows is available, the meeting must take place in an office with windows, and the windows, blinds, and/or curtains must remain open during the meeting.

## **Required Reporting of Prohibited Conduct**

All NCASA Leaders are mandatory reporters as defined in the Federal Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017 ("SafeSport Act"). Within 24 hours of observation of any prohibited conduct, these mandatory reporters must report the incident to:

- Local law enforcement
- US Soccer Integrity Hotline – <https://www.ussoccer.com/report-a-concern> or call (312) 528-7004 to leave a voicemail. Please provide as much detail in your report as possible, including contact information, should you wish to be contacted concerning your report.
- The Center for SafeSport at <https://uscenterforsafesport.org/report-a-concern/> or by calling (833) 587-7233.

Mandatory reporters must also notify the NCASA Executive Director or any other member of the NCASA Board of Directors that a report of an incident was made to any of the above listed authorities. This notification must be made within 24 hours of making the report to the listed authorities. Notification to the NCASA Executive Director or member of the NCASA Board of Directors is for informational purposes only and DOES NOT replace the mandatory reporter's obligation to report the prohibited conduct to the appropriate entity listed above. The NCASA Executive Director or other member of the NCASA Board of Directors receiving this notification will confirm that the mandatory reporter has made the required report and document this information.

Any individual member of NCASA may report any suspected abuse, misconduct, or policy violation. Reporting may be made anonymously. No direct fees or other cost is involved in making a report.

No individual who makes a good faith report will be subject to retaliation, including harassment, or any adverse employment consequence for making a report.

### **SafeSport Policy Requirements for NCASA Affiliated Leagues**

NCASA Affiliated Leagues must formally adopt a SafeSport Policy. NCASA shall assist Leagues with policy templates for this purpose.

NCASA Affiliated Leagues are required to submit a list of the names of their Board of Directors and Employees to NCASA no later than March 1 of each calendar year. Additions to or changes in the Board of Directors (such as those resulting from elections) or Employees throughout the year must be submitted to NCASA within 30 days.

Members of the Board of Directors of an NCASA Affiliated League and Employees of NCASA Affiliated Leagues must complete the SafeSport Core Training requirements as specified in this policy.

NCASA Affiliated Leagues must post the Prohibited Conduct section of their approved SafeSport Policy and the methods for reporting violations on the league's website.

### **Enforcement Options**

Any NCASA Affiliated League in violation of NCASA member requirements, which includes a failure to comply with any requirements of this NCASA SafeSport Policy, will be placed in bad standing by the NCASA Board of Directors and will be subject to sanctions and/or fines, and member benefits will be suspended until corrective action is taken and all requirements are met.

Background screening adjudication decisions may be appealed in accordance with USASA and US Soccer Bylaws and policies.

### **Documentation**

NCASA will maintain all documentation required to show compliance with the requirements of this policy, including, but not limited to, certificates of training completion, background screening completion, and information about any notifications of prohibited conduct reported to NCASA. All required documentation will be maintained for a minimum of 10 years.